

Equal Opportunities Policy

Aim

QEHS will aim to ensure that no student, job applicant, or employee receives less favorable treatment than any other on the grounds of sex, parental/marital status, race, ethnic or national origin, religious belief, sexual orientation, age or disability.

Our commitment

QEHS is committed to the following.

- Creating an environment where individuals are free from sexual or racial harassment and harassment of a general nature such as bullying.
- A curriculum which recognises and reflects the diverse nature of society in Britain and throughout the world.
- Gender equality and the elimination of stereotyping.

At QEHS we promote equal opportunity practices which allow both students and staff to fulfil their potential and which cater for their individual needs.

1. With the learning environment we are working towards the following.

- Promoting positive attitudes and relationships through the curriculum and in the general life of the school.
- Providing, within available resources and constraints, all students with equality of access to resources, activities and learning opportunities [both within the curriculum and in extra curricular activities].
- Ensuring course content, language used in the classroom, text books and display materials are free from cultural [including religious], racist and gender bias.
- Monitoring setting/grouping arrangements, examination results, leaver destinations, work experience placements and course take-up for gender bias.

2. With regard to recognising and developing the needs of the individual we are working towards the following.

- Responding effectively to different patterns of attainment and progress, behaviour, attitudes and attendance and implementing strategies to raise student achievement, aspirations and self-esteem.
- Encouraging staff and students to challenge behaviour and language which reinforces stereotyping [in the broadest sense] and therefore inhibits equality of opportunity.
- Ensuring staff development links directly to the school development plan and therefore promotes the raising of achievement of all students and the continuing professional development of all staff.

3. Work taking place to monitor and evaluate equal opportunity issues is as follows:

- Tracking of student progress [from transfer at Year 9 through to Year 13] and involving parents in this process.
- Lesson observations.
- Student attitude surveys.
- Student pursuits – focusing on gender issues and different groups of students in school [evaluate what is achieved by the different groups of students, using evidence from direct observation of lessons, looking at written work, talking with students and consulting teachers and their records].
- Analysis of examination results – by gender, by geographical location.
- Analysis of option choices.
- Ongoing work focusing on breaking down barriers between the various groups of students in school and building further opportunities for these students to be included in activities together [both in lessons and in extra curricular activities].
- Adoption of 'no blame approach' and peer mentoring as strategies to deal with bullying.
- Monitoring and encouraging involvement in extra-curricular activities.
- A homework club based in the L.R.C. To support and help individual students with their work – e.g. Revision skills, learning about learning.

Initiatives

- There is an equal opportunities link governor [Rosie Cunningham] and she is a member of the equal opportunities working group.
- Norma Golightly is the named person regarding all issues concerning racial equality. She will be available to staff and students for consultation/advice and will monitor number/type of incident via a new incident report form.
- Attendance and achievement is monitored by ethnic group.
- Heads of year to monitor incidents with regard to gender, ethnic group, different groups of students.
- A student questionnaire has been undertaken to identify key issues.
- Equal opportunities to be regular agenda item at various meetings, including senior staff team meetings, pastoral team meetings [HOYs/tutors].
- A register detailing ethnicity of all students via SIMS has been set up.